



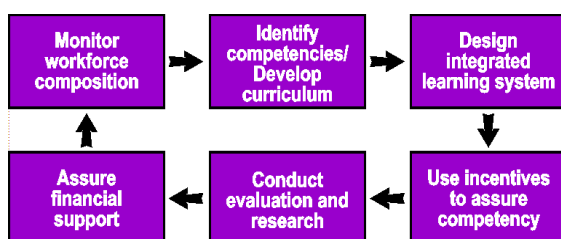
CDC/ATSDR Public Health **WORKFORCE** Development **INITIATIVE**

BACKGROUND

An estimated 80% of the nation's 500,000 frontline public health workers lack the basic skills to respond to current and emerging public health threats. A 1999 Florida study found that, despite statewide public health quality improvement efforts, scores for workforce development capacity ranked lowest due to a lack of available training in basic and cross cutting public health competencies. The new CDC/ATSDR Strategic Plan for Public Health Workforce Development, developed in collaboration with local and state health departments, national public health organizations, academic institutions, and the Health Resources and Services Administration, makes explicit recommendations to close this critical knowledge gap. As the Nation's prevention agency, CDC has a 52 year history in building the technical competency of the public health frontline. The task force recommended that CDC/ATSDR take a leadership role in ensuring workforce competency for 21st century practice and that responsibility for coordinating this important effort be designated.

VISION

A competent workforce able to perform the essential public health services results from an integrated, life-long learning system for public health practitioners built upon the six elements depicted below:



STRATEGIC PLAN

PREMISES:

1. Use the essential public health services as a framework for identifying workforce competency requirements.
2. Assume a multidisciplinary, multisector, diverse and geographically dispersed public health workforce.
3. Build comprehensive public health practice curricula based on three levels of competency development: basic, core or cross cutting competencies and technical skills.

SYSTEM ELEMENTS:

Monitor workforce composition and forecast needs - use consistent methods to count workers and forecast trends (e.g., Standard Occupational Classifications).

Identify competencies and develop curriculum - develop competency-based training to address current, new and emerging health threats.

Design an integrated learning system - use technology to make learning opportunities accessible nationwide to frontline public health workers.

Use incentives to assure competency - reinforce accountability for life-long learning through certification and credentialing systems.

Conduct evaluation and research - build the

scientific basis for determining the effectiveness of workforce development activities.

Assure financial support - leverage existing resources; identify new funding sources; and develop innovative approaches to support workforce development.

IMPLEMENTATION

GUIDING PRINCIPLES:

1. Build upon existing resources of CDC and partners;
2. Focus on the needs of the frontline public health worker; and
3. Strengthen competency certification and credentialing systems.

FOCUS AREAS:

Centers for Public Health Preparedness link schools of public health, state and local health agencies and other academic and community health partners to enable life-long learning and ensure a competent workforce able to perform the essential public health services. The centers will be involved in the following:

1. Develop, deliver and evaluate competency-based curricula;
2. Assist in the development, administration and maintenance of a national collaborative public health certification and credentialing system to foster preparedness of frontline public health workers;
3. Provide opportunities for post-graduate, residency and mid-career training and exchange programs; and
4. Collaborate in the development and implementation of an applied research program aimed at enabling the translation of science into effective public health interventions.

Global training development and delivery system brings education and training to the learner

through:

1. "One-stop" online CDC learner support for training access, registration and certification and
2. A nationwide network linking existing CDC and partner resources.

Certification and credentialing system in public health aims to establish a consensus framework for assuring workforce competency. This framework will facilitate the development of a national collaborative public health certification and credentialing system to foster preparedness of frontline public health workers.

Applied research and evaluation will determine the impact of a competent workforce on the capacity to implement effective public health interventions. Research areas include:

1. Assessment of public health workforce competency models to strengthen preparedness and intervention capacity nationwide;
2. Identification of factors that influence the dissemination of effective prevention practices; and
3. Evaluation of strategies that foster the translation of prevention research findings into effective intervention strategies.

**For more information,
please call
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